

# Sheri Smith



## Top 5 Skills

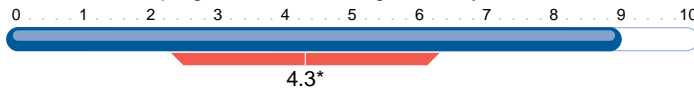
	Personal Skills Ranking
1	Creativity/Innovation
2	Leadership
3	Flexibility
4	Goal Orientation
5	Presenting

## Strengths

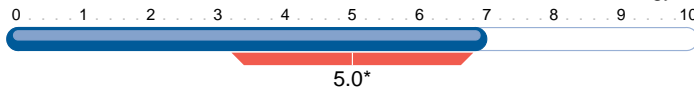
- Sings the praises of peers and the contributions others make.
- Demonstrates a will and desire to help others in the organization.
- Optimistic in process improvement.
- Promotes efficiency and results.
- Tough but fair when others are involved.
- Can be resourceful to influence others to get results.

## Motivators

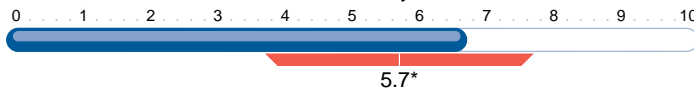
1. **Social** - Rewards those who value opportunities to be of service to others and contribute to the progress and well being of society.



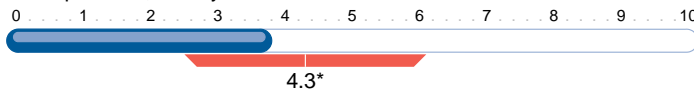
2. **Utilitarian/Economic** - Rewards those who value practical accomplishments, results and rewards for their investments of time, resources and energy.



3. **Individualistic/Political** - Rewards those who value personal recognition, freedom, and control over their own destiny and others.



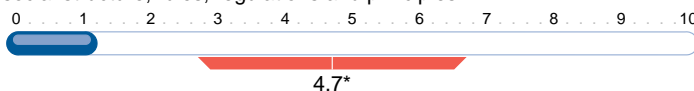
4. **Aesthetic** - Rewards those who value balance in their lives, creative self-expression, beauty and nature.



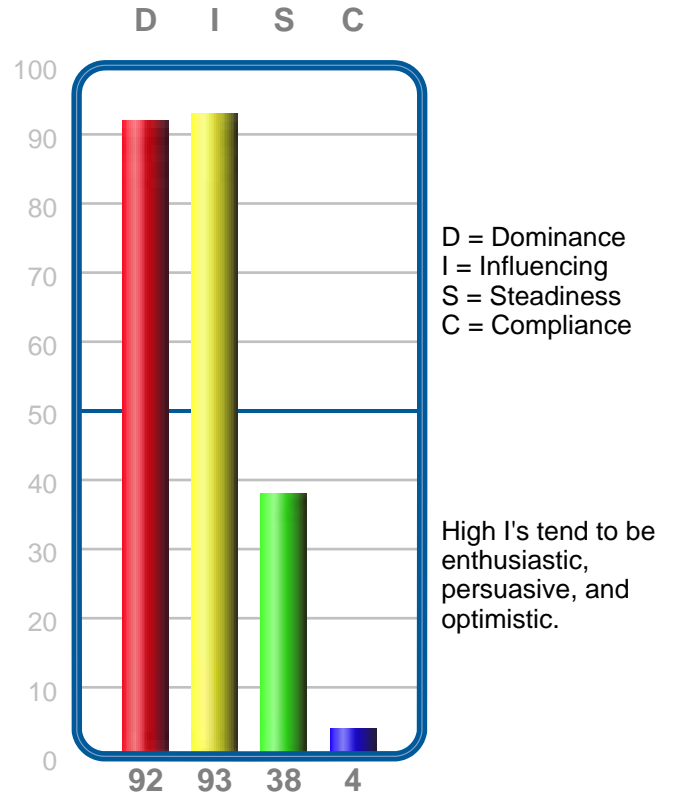
5. **Theoretical** - Rewards those who value knowledge for knowledge's sake, continuing education and intellectual growth.



6. **Traditional/Regulatory** - Rewards those who value traditions inherent in social structure, rules, regulations and principles.



## Behaviors



## Value to a Team

9.0 Can support or oppose strongly.

7.0 Accomplishes goals through people.

Pioneering.

6.7 Inner-directed rather than tradition-directed--brings fresh ideas for solving problems.

3.8 Negotiates conflicts.

1.2 Self-reliant.

# SUMMARY PAGE EXPLAINED

Welcome to the Indigo Report! This page provides a quick overview regarding what's on your Indigo Summary page. For more details visit, [www.IndigotheAssessment.com](http://www.IndigotheAssessment.com).



Use these skills most.



Lead with your strengths.



#1 and #2 Motivators are critical for personal fulfillment

#6 may be important to avoid



Behavior and Communication style



This is what you're good at.



## ABOUT YOU

*Everyone is different and there is no right or wrong way to be. These paragraphs describe how you likely show up in your natural style.*

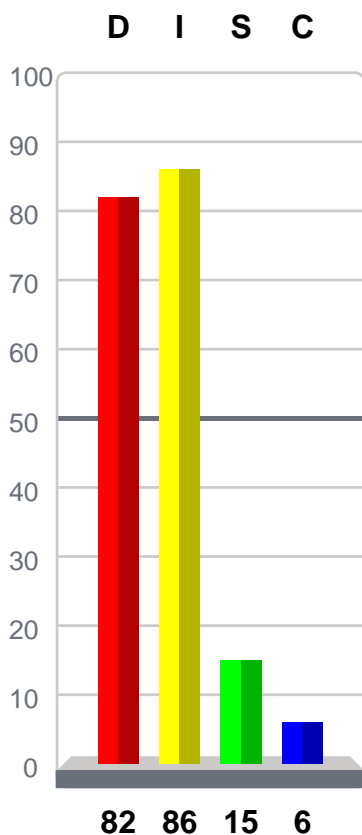
Sheri likes freedom from many controls. She likes feedback from her manager on how she is doing. She is gregarious and sociable. She will be seen as a good mixer both on or off the job. She places her focus on people. To her, strangers are just friends she hasn't met! Sheri does not like close supervision. She, an outgoing person, feels at home with strangers. She believes in getting results through other people. She prefers the "team approach." She prefers working for a participative manager. She does her best work in this kind of environment. Sheri is most likely to be at her best in situations where important things, such as values, judgments, feelings and emotions are involved. She prides herself on her "intuition." She is driven by status and power.

Sheri may be inconsistent in disciplining others. She likes working for managers who make quick decisions. She makes quick decisions. Sometimes she will seek the quick and simple decision. Her aversion to detailed work motivates her desire for simplicity. Sheri believes rules exist to serve rather than to be followed by her. She tends to make snap judgments or impulsive decisions. She usually makes decisions after gathering some facts and supporting data. She is good at giving verbal and nonverbal feedback that serves to encourage people to be open, to trust her and to see her as receptive and helpful.

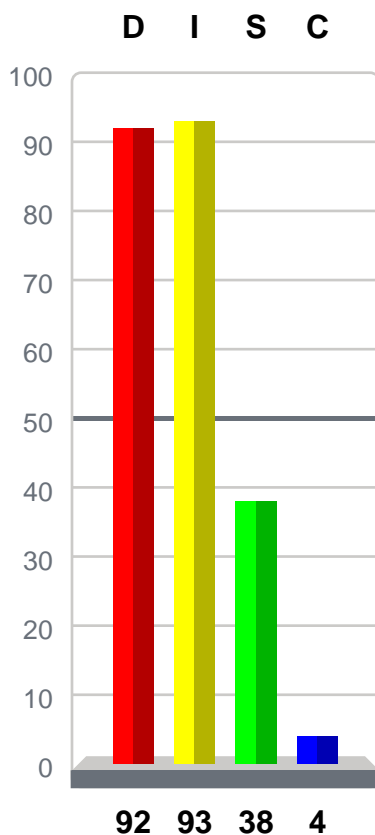
Sheri is positive in her approach to dealing with others. She may not understand why everyone doesn't see life as she does! She judges others by their verbal skills and warmth. She is people-oriented and verbally fluent. It is important for Sheri to use her people skills to "facilitate" agreement between people. She tends to look at all the things the group has in common, rather than key in on the differences. Sheri has the ability to look at the whole problem; for example, thinking about relationships, being concerned about the feelings of others and focusing on the real impact of her decisions and actions. She may have a tendency to oversell certain styles. She tends to influence people to her way of thinking by using verbiage as compared with others who like to use reports. She will know many people. She has a tendency to be a name dropper. She may do this without thinking, trying to establish rapport with people she may not know well.

# YOUR NATURAL AND ADAPTED BEHAVIORAL STYLES

Adapted Style



Natural Style



The graphs represent your behavioral styles based on the DISC model.

**There is no "correct" score. Your personal style is a unique blend of D, I, S, and C.**

*D stands for dominance.  
I stands for influencing.  
S stands for steadiness.  
C stands for compliance.*

A score over 50 indicates that you are "High" in that behavior. A score under 50, indicates "Low". Scores close to the middle indicate a more adaptable style in this category.

The graph on the right represents your natural style and the graph on the left represents how you feel like you have to "adapt" your behavior based on current circumstances.

**D, the red bar on the graphs, stands for Dominance.** High D's tend to be direct, forceful, results oriented, and bold. Low D's tend to be non-confrontational, low key, cooperative, and agreeable.

*Famous high D's are Lionel Messi, Princess Leia (Star Wars), Steve Jobs, and Tyra Banks.*

*Famous low D's are the Dalai Lama, Yoda (Star Wars), Malala Yousafzai, and Drake.*

**I, the yellow bar on the graphs, stands for Influencing.** High I's tend to be enthusiastic, persuasive, and talkative. Low I's tend to be good listeners, reflective, skeptical, and factual.

*Famous high I's are Jimmy Fallon, Jennifer Lopez, Jar Jar Binks (Star Wars), and Oprah Winfrey.*

*Famous low I's are Abraham Lincoln, Anakin Skywalker/Darth Vader (Star Wars), Mark Zuckerberg, and Adele.*

**S, the green bar on the graphs, stands for Steadiness.** High S's tend to be patient, predictable, and calm. Low S's tend to be change oriented, restless, and impatient.

*Famous high S's are Michelle Obama, Gandhi, Duchess Kate Middleton, and Obi-Wan Kenobi (Star Wars).*

*Famous low S's are Kevin Hart, Elon Musk, Finn (Star Wars), and Lady Gaga.*

**C, the blue bar on the graphs, stands for Compliance.** High C's tend to be analytical, detail oriented, and cautious. Low C's tend to be independent, unsystematic, and less concerned with details.

*Famous high C's are Neil Degrasse Tyson, JayZ, Supreme Court Justice Sonia Sotomayor, and C-3PO (Star Wars).*

*Famous low C's are Rosa Parks, Ellen Degeneres, Han Solo (Star Wars), and Justin Bieber.*

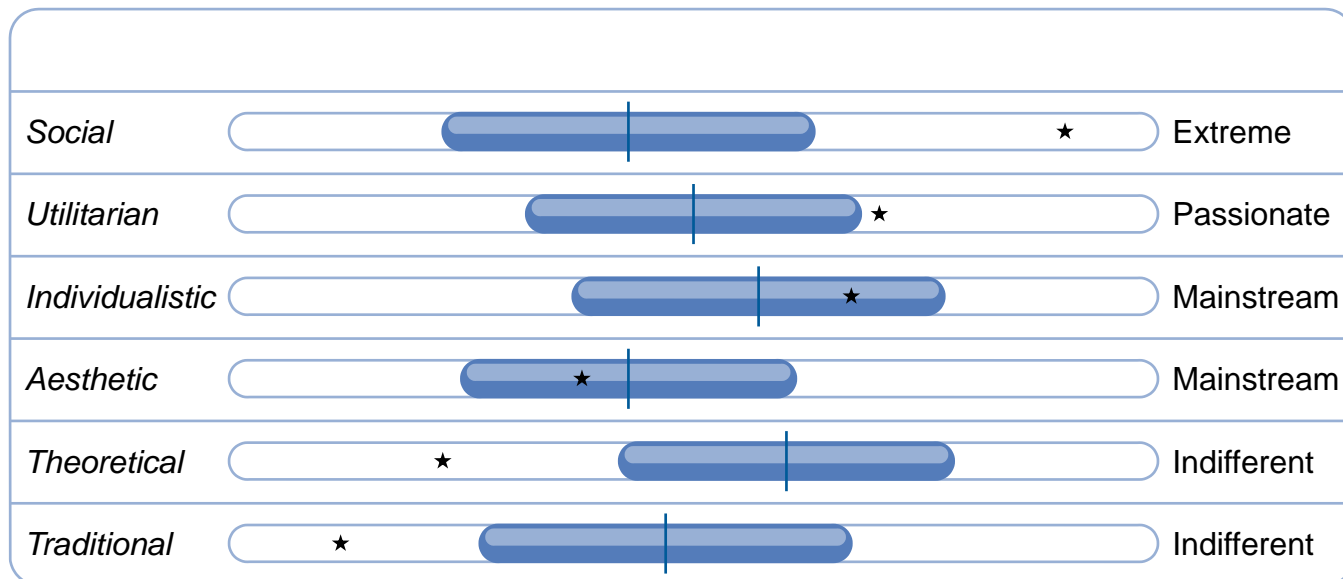
## DISC REFERENCE GUIDE

**Find your DISC Graph on the Indigo summary page:** Take note of scores furthest away from 50 on the DISC graph (high or low). These are the **behaviors that will stand out most for you**. Reference "stand-out" scores below. Various combinations of stand-out DISC factors will influence communication styles and environmental needs. For example, a *High D, Low C* will need a *fast-paced, results-oriented environment with lots of freedom*. However, a *High D, High C* will need an *environment where results can be achieved through structure, quality, and attention to detail*. If all scores are **near the middle**, you are likely adaptable to many environments.

Behavior Style	People with this style have a difficult time in...	Communication with people having this style:	Ideal environments for this style:	Job Tips
<b>High D</b> Direct Forceful Bold	...situations where they can't express themselves. ...controlled environments. ...people without opinions.	Be clear. Don't be intimidated. <b>Get to the point.</b>	Competitive. Results-oriented. Opportunities to lead.	<b>Results-focused</b> job.
<b>Low D</b> Cooperative Agreeable Peaceful	...anger-charged situations. ...competitive projects and programs.	Connect personally. Ask questions. Stay <b>calm</b> .	Collaborative. Low conflict.	Jobs with <b>little confrontation</b> .
<b>High I</b> Talkative Sociable Enthusiastic	...lecture-based classes. ...being alone too long. ...impersonal, business-like instruction.	Be <b>friendly</b> . Act enthusiastic. Speak warmly.	Friendly. Group projects. Class discussions.	Must work with <b>people</b> .
<b>Low I</b> Reserved Reflective Listens	...facilitating groups. ...activities with prolonged interaction, especially without reflection time.	Don't crowd them. <b>Short dialogues</b> . Give time to process.	Independent projects. Classes that do not grade for verbal participation.	Jobs where you <b>don't need to talk</b> too much.
<b>High S</b> Loyal Patient Understanding	...quickly changing activity. ...chaotic classrooms. ...confusion/lack of clarity in instructions.	Be soft. Speak calmly. Be <b>patient</b> .	Well-defined expectations. Clear path to graduation/success.	Jobs with <b>stability</b> and clear expectations.
<b>Low S</b> Flexible Restless Impulsive	...monotonous classes. ...highly structured situations with minimal choice or flexibility.	Be spontaneous. <b>Show emotion</b> .	Flexible course work. Room for change and variety.	Jobs with a <b>variety of tasks</b> and adventure.
<b>High C</b> Precise Conscientious Cautious	...tasks and grading systems without clearly-defined expectations. ...risky situations.	Be <b>accurate</b> . Be factual. Be realistic.	Structured activities where quality matters. Classes with a detailed syllabus.	Jobs where <b>quality</b> and detail matter.
<b>Low C</b> Unsystematic Instinctive Avoids details	...assignments with lots of rules to follow. ...activities that demand quality and detail.	<b>Big picture</b> focus. Talk fast. Be casual.	Broad view. Low detail assignments. Few rules and structure.	Jobs with <b>freedom</b> from rules and micromanaging.

# WHAT MOTIVATES YOU

Motivators are like an engine beneath the hood of a car. Motivators aren't easily seen from the outside but they are what power you. This is important to your college and career choice because motivators correlate directly to fulfillment and meaning. Most people are happiest selecting a major and career based on their top two motivators.



■ - 68 percent of the population   
 | - national mean   
 ★ - your score   
 Mainstream - one standard deviation of the national mean  
 Passionate - two standard deviations above the national mean  
 Indifferent - two standard deviations below the national mean  
 Extreme - three standard deviations from the national mean



**TRADITIONAL:**  
Beliefs, Values,  
Family



**INDIVIDUALISTIC:**  
Independence,  
Recognition, Choice



**SOCIAL:**  
Helping Others,  
Making a Difference



**UTILITARIAN:**  
Efficiency, Money,  
Practicality









**AESTHETIC:**  
Balance, Art, Music,  
Beauty, Nature



**THEORETICAL:**  
Knowledge,  
Continually Learning

# MOTIVATOR REFERENCE GUIDE

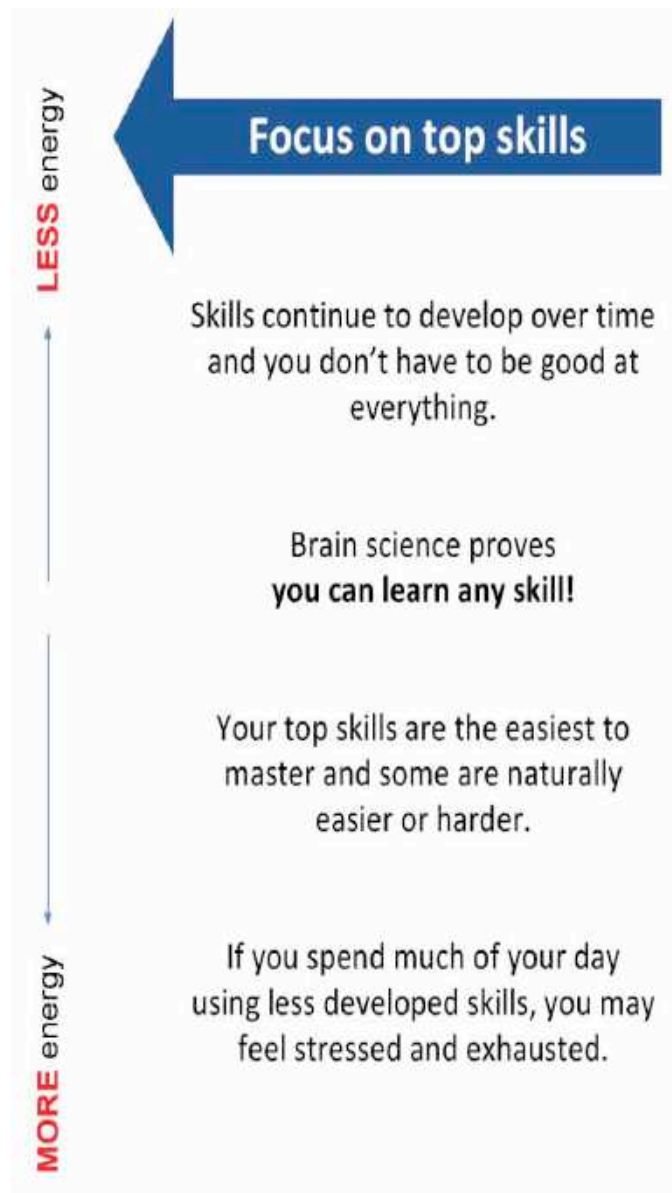
**Find your motivators on the Indigo summary page:** Connecting with the **top two motivators** are most important. A secondary motivator supports the first motivator; for example, a "Social/Theoretical" will use knowledge to help people. But a Social/Utilitarian will want to help people in an efficient and results-oriented way. A Social/Individualistic wants to help in their own way. **NOTE: The third motivator might be important as well, especially if it is above the Adult Mean. And the last motivator may be important to avoid!**

Motivators	Things to Do	Activities You Might Enjoy	Major/Career Ideas
<b>Theoretical</b>  <i>Value learning and knowledge.</i>	Continuing education. Start a blog. Research. Experiment. Work in a bookstore.	<ul style="list-style-type: none"> <li>* Research-based tasks.</li> <li>* Lectures with lots of facts or high concept load.</li> <li>* Robotics and science clubs.</li> <li>* <b>Continuous education and learning opportunities.</b></li> </ul>	Science, R&D, Astronomy, Engineering, Education, IT, Mathematics, Economics, Journalism, Law, Medicine, Aerospace, Think Tanks, Healthcare, Psychology.
<b>Utilitarian</b>  <i>Value practical accomplishments.</i>	Get a paying job. Internships to enhance your resume. Build something tangible.	<ul style="list-style-type: none"> <li>* Assignments that <b>connect to the real world (experiential learning).</b></li> <li>* Explicit connections between what you are learning and how you can use them to reach your goals.                             <ul style="list-style-type: none"> <li>* Real-world mentors.</li> </ul> </li> <li>* Business and finance programs.</li> </ul>	Sales, Finance, Entrepreneurship, Law, Programming, Medicine, Consulting, Accounting, Engineering, Real Estate, Construction, Trade Jobs, Software Development.
<b>Aesthetic</b>  <i>Value beauty and harmony.</i>	Volunteer outdoors. Decorate your room. Participate in a local music or art festival.	<ul style="list-style-type: none"> <li>* Beautifying the community/school.                             <ul style="list-style-type: none"> <li>* Hands-on, creative self-expression of learning.</li> </ul> </li> <li>* Harmony in the classroom &amp; world.</li> <li>* <b>Physical environment matters!</b></li> </ul>	Visual Arts, Architecture, Event Planning, Design, Culinary Arts, Music, Environmental Studies, Landscaping, Marketing/PR, Outdoor/Adventure.
<b>Social</b>  <i>Value being of service.</i>	Peer Mentor/Tutor. Community Service. Non-profits. Homeless volunteering. Animal care.	<ul style="list-style-type: none"> <li>* Opportunities to <b>help others</b> in activities and assignments.</li> <li>* Learning about things that make a difference in the world.</li> <li>* Rewards for serving peers and community members.</li> </ul>	Non-Profits, Social Entrepreneurship, Corporate Social Responsibility, Education, Healthcare and Social Services, Community Programs, Physical Training, Psychology.
<b>Individualistic</b>  <i>Value personal achievement, freedom, and independence.</i>	Assist a local political campaign. Start your own business. Create your own music. Participate in individual sports.	<ul style="list-style-type: none"> <li>* Opportunities for <b>public recognition</b> in class or job.</li> <li>* Independent learning and freedom.</li> <li>* Control over assignments and delivery of that assignment.</li> <li>* Theater, student government, music performance, leadership programs.</li> </ul>	Entrepreneurship, Politics, Chef, Public Speaker, Consulting, Driver, Actor/Singer, Pilot, Outdoor/Adventure Jobs, Investment Banking, Accounting, Gaming, Trade Jobs such as Welding, Plumbing, Masonry etc.
<b>Traditional</b>  <i>Unique system of driving values.</i>	Help local military groups and veterans. Volunteer at your religious institution. Work with cultural or government groups. Family time.	<ul style="list-style-type: none"> <li>* Opportunities to share your beliefs with others.</li> <li>* Assignments and activities that <b>align with your core values.</b></li> <li>* Joining a cultural or religious group.</li> </ul>	Government, Education, Banking, Military, Engineering, Health Services, Insurance, Religious Roles, Lobbying, Oil and Gas Jobs, Quality Control, Industrial Jobs, Activism.

## YOUR SKILLS

This page shows 23 skills that are important in the world of work. The key to success is utilizing your strengths while minimizing your weaknesses. You are more likely to excel with your top skills. For more information visit <http://www.indigotheassessment.com>.

	Personal Skills Ranking
1	Creativity/Innovation
2	Leadership
3	Flexibility
4	Goal Orientation
5	Presenting
6	Management
7	Decision Making
8	Empathy
9	Futuristic Thinking
10	Interpersonal Skills
11	Persuasion
12	Diplomacy/Tact
13	Personal Responsibility
14	Conflict Management
15	Teamwork
16	Written Communication
17	Analytical Problem Solving
18	Mentoring/Coaching
19	People Advocacy
20	Continuous Learning
21	Planning/Organizing
22	Negotiation
23	Time and Priority Management



Well Developed

Developed

Moderately Developed

Needs Development



## DO'S: HOW OTHER PEOPLE SHOULD COMMUNICATE WITH YOU...

*This page provides other people a list of things to DO when communicating with you. This is how you like to be communicated with. Everyone has different communication styles. Knowing your style and acknowledging other's styles is critical to success in any job or relationship.*

- Expect her to return to fight another day when she has received a "no" answer.
- Understand her defiant nature.
- Offer special, immediate and continuing incentives for her willingness to take risks.
- Ask for her opinions/ideas regarding people.
- Define the problem in writing.
- Deal with details in writing, have her commit to modes of action.
- Speak at a rapid pace.
- Leave time for relating, socializing.
- Provide testimonials from people she sees as important.
- Provide ideas for implementing action.
- Be brief--be bright--be gone.

## DON'TS: ... AND HOW OTHERS SHOULD NOT COMMUNICATE WITH YOU

*This page provides other people a list of things NOT to do when communicating with you. Everyone has different communication styles. Knowing your style and acknowledging other's styles is critical to success in any job or relationship.*

- Leave decisions hanging in the air.
- Be curt, cold or tight-lipped.
- "Dream" with her or you'll lose time.
- Give her your opinion unless asked.
- Legislate or muffle--don't overcontrol the conversation.
- Be paternalistic.
- Let her overpower you with verbiage.
- Drive on to facts, figures, alternatives or abstractions.
- Talk down to her.
- Waste time trying to be impersonal, judgmental or too task-oriented.
- Be dictatorial.

## THINGS YOU MAY WANT FROM OTHERS

*People are more motivated when they choose careers and college programs that satisfy their unique set of "wants".*

- A friendly work environment.
- Group activities outside the job.
- Opportunities for achieving things faster and of more value.
- Public recognition of financial rewards for returns and efficiency.
- Opportunities to accomplish short-range solutions to problems that relate to her cause.
- To be seen as an internal resource for people to express problems and challenges.

## YOUR IDEAL WORK ENVIRONMENT

*An ideal working environment for you should include elements from this list.*

- Democratic supervisor with whom she can associate.
- Freedom of movement.
- Having economic, competitive and challenging incentives.
- The experience is seen as a part of the desired return on investment.
- A forum to champion the needs and desires of others.
- A forum to advocate for the greater good as it relates to moving the organization forward.

## SOME POTENTIAL CHALLENGES

*The areas below are things to be careful of because they may create roadblocks to your success. Identify any areas that may be affecting your success now and develop an action plan to overcome these challenges.*

- May overestimate the impact she can have on others.
- Does not always listen to those she is helping.
- Struggles with balancing efficiency and interaction with others.
- Struggles balancing financial advice with actual results.
- May set standards too high that causes others to fall short.
- Method of helping others is not negotiable.
- May tend to flaunt success and use money as a scorecard.
- Tends to think bigger is always better.

## YOUR STRENGTHS

*These are areas where you really shine! Use these strengths to talk about yourself on college applications, job/internship interviews, and with teammates for school projects and extracurricular activities. Practice using your strengths every opportunity you can.*

- Always willing to offer her time and perspective.
- Good at promoting causes that improve society.
- Tends to be futuristic and entrepreneurial in attaining results.
- Resourceful and influential in creating effective results.
- Tough but fair when others are involved.
- Generous and effective with their time, talent, and resources.
- Can be resourceful to influence others to get results.
- Very creative in solving problems.

## WHAT OTHERS MAY VALUE IN YOU

*These are qualities that you bring to teams and organizations.*

- Has the confidence to do the difficult assignments.
- Team player.
- Verbalizes her feelings.
- Motivates others towards goals.
- Pioneering.
- Positive sense of humor.
- Can support or oppose strongly.

## POTENTIAL WEAKNESSES WITH YOUR STYLE

*Every behavioral style has inherent positives and negatives. This section lists some possible behaviors that may hold you back in life. Knowing what they are will help you get along with others and reduce stress.*

- Be unrealistic in appraising people--especially if the person is a "friend."
- Be optimistic regarding possible results of her projects or the potential of her people.
- Be so enthusiastic that she can be seen as superficial.
- Trust people indiscriminately if positively reinforced by those people.
- Be a situational listener if not given an opportunity to tell her ideas.

## Possible Degree Matches

*These are potential degrees and directions that fit your personal profile. Not all of these will be a perfect fit. However, they provide a good starting point for programs to research and consider.*

### Arts and Sciences

Broadcasting  
Entertainment and Arts Management  
Radio and Broadcast Communications

### Business

Advertising  
Business Communications, Public Relations  
Business Management, Consulting  
Construction Management  
Finance and Investments  
General Business  
General Management  
Hospitality, Hotel Management  
Marketing

### Career and Technical

Building Inspector  
Chef, Food Preparation  
Entrepreneurism

### Engineering

Industrial Engineering  
Operations Research

### Evolving Opportunities

Alternative Medicine, Holistic Health  
Community and Public Health Administration  
Educational Administrator  
Entrepreneurial Studies  
Life Coaching  
Outdoor Studies, Outdoor Leadership  
Outside Sales  
Social Entrepreneurism

### Health Sciences

Kinesiology  
Nursing

## Possible Degree Matches

### Other Career Paths

Business Sales  
Real Estate Development  
Recreation and Tourism  
Restaurant Management

## LIKELY TIME WASTERS

*This section is designed to identify potential distractions that could impact your effectiveness and use of time. Possible causes and solutions outlined can serve as a basis for creating an effective plan for increasing your overall performance.*

### 1. Long Lunches

Long lunches are those that extend beyond the normal time for eating. They could be kept within a specific time frame but are not.

#### **Possible Causes:**

- Get involved in the excitement of conversation and forget about time
- See long lunches as a networking opportunity
- Like doing business in a social, non-threatening environment
- Use long lunches as a way to avoid unpleasant tasks, people or the work environment

#### **Possible Solutions:**

- Set a specific time for lunch and STICK TO IT
- Have meetings in the office
- Set meetings right after lunch
- Have working lunches

### 2. Excessive Socializing

Excessive socializing is defined as those interactions that go beyond the usual required time for discussing a issue or task. It can also be interacting too frequently with those who do not support or contribute to the accomplishment of daily priorities.

#### **Possible Causes:**

- Enjoy people
- Want to be liked
- Are creatively motivated when with others
- Allow and even encourage visitors and telephone calls
- Haven't prioritized daily requirements
- Confuse deadlines

#### **Possible Solutions:**

- Keep daily priorities in view to keep you on task
- Set time guidelines for informal conversations, lunches and meetings
- Monitor your open door policy
- Screen and put a time limit on telephone calls
- Be willing to tell visitors and callers that you cannot be interrupted at this time

### 3. Cluttered Desk

A cluttered desk is one that is overloaded by papers, supplies and equipment to the point of impacting the ability to be productive.

#### **Possible Causes:**

- See organizing and filing activities as a waste of time
- Want everything at fingertips
- Do not conceptualize a system for grouping information and materials
- Have not established a timeline for tasks or projects

## LIKELY TIME WASTERS

### Possible Solutions:

- Handle each piece of mail only once, i.e. pitch it, file it or delegate it
- Set up (or have someone else set up) an information storage and retrieval system
- Get off mailing lists that are of no interest to you
- Remind yourself that the time it takes to open "junk" mail robs you of time for more important tasks
- Establish a time limit for certain projects and only have current project material on your desk

## 4. Open Door Policy

An open door policy in this context refers to giving unlimited and unmonitored access to anyone who wishes to see you.

### Possible Causes:

- Want to be seen as supportive and available
- Want the social interaction of people dropping by
- Have a difficult time saying "no"
- Use people interruptions as a way of procrastinating or justifying missed deadlines

### Possible Solutions:

- Set aside time to "close your door" and work on projects
- Set aside time to interact with co-workers
- Learn to prioritize activities and say "no" to low priorities
- Place your desk so that it is not always in "view" of those who pass by
- Avoid eye contact with people who walk by your desk or office

## 5. Desire To Be Involved With Too Many People

The desire to be involved with too many people is involvement that extends beyond business interactions to the point of interfering with work. Beyond being friendly, it is excessive socializing.

### Possible Causes:

- Have many interests
- Want to be seen as one of the gang
- Need praise and approval from others

### Possible Solutions:

- Recognize your time constraints
- Be selective in getting involved in activities
- Monitor energy level
- Keep personal and job related priorities in view

## STUDY TIPS

- Read a book on listening and note taking.
- Listen for ideas and the facts to support the idea.
- Take vigorous notes.
- Review your notes after class.
- Don't put off studying until the last minute.
- Think positive about teachers and subjects that give you difficulty.
- Socialize after studying - not before.
- Use short sentences when taking notes - leave out unnecessary words.
- Review notes from previous class to prepare yourself for the class.
- Use recitation to embed fact and ideas.
- Don't let your ego keep you from studying.
- Analyze your time and see how you are spending it.
- Develop good study habits and follow them everyday.